

Career Counseling Strategies

The objectives of the Career Council require comprehensive and systematic career counseling across the learning continuum; which includes early learners through adults. All professionals who serve students through this lifetime of services are identified herein as “career counselors”. Quality career counseling strategies must incorporate career pathway development within current and emerging high-demand industry sectors.

Objective of the Career Council Strategic Plan	Strategy to address counseling gaps across all client-serving systems	Measurement and owner of success
Provide a seamless system of partners that provides worker-centric and student-centric services	1. Create a statewide, public “Dashboard” of all strategic plan goals, indicating progress toward meeting each goal – by region. Convene regular inter/intra-agency and partner meetings to share initiatives and program results to avoid duplication and identify gaps among services. Include opportunities for partnerships among DOE outreach coordinators, county college success coalitions, IYI regional outreach coordinators, community colleges, after school providers, Works Councils and other community agencies. Use Works Councils regional landscape reviews to identify all partners for inclusion.	Measure: % of individuals served who enter credential program, earn credential, on-time completion, placement, growth toward credential; enter employment as a result of education/training, average annual earnings; % who transition off public assistance; increased percentage of time spent with individual clients; number of all work and learn experiences. Creation of state dashboard, displaying progress toward Strategic Plan goals across agencies and regions. ICC
Link career pathways to Indiana high wage, high demand careers for students and workers across	2. Convene practitioners across the continuum to develop and vet Pathways (for all) Systems. Include clearly defined employability skills with input from employers; alongside curriculum supports and	Number of students enrolled in sector-based pathways developed by each region using the pathways framework. Inclusion of partners

the K-12, post-secondary and adult systems	assessments with input from educators. Incentivize regional pathway development. Assist schools in marketing high-demand, career pathways to parents and students.	across the service continuum (K-12, out of school providers, HE, AE providers).
	3. Use research funded by Lilly Endowment, conducted by Indiana Chamber and CELL, to apply best models of service across the spectrum of counseling. Incentivize adaptations to existing models and apply these to a number of other service providers.	WIBs/Works Councils Percentage of programs that adapt to best models or engage in new, data-driven and informed counseling models. ICC
	4. Provide professional development to practitioners across the counseling/advising spectrum on demand-driven, sector-specific postsecondary options and how to identify and use pathways for all. PD should include employability skills definitions and resources to gain each skill. Incentivize this further development in professional skills.	Percent of in-service counselors who take advantage of professional development opportunities. DWD/DOE/CHE
Increase the number of students and adults who attain post-secondary skill certifications and degrees	5. Provide professional development to adult advisors on the "Return and Complete" campaign (CHE). Use the intrusive counseling platform, Inside Track (or similar service), with adult-services.	Number and percent of adults with some college, no degree, returning to complete their degree. Number and percent of students and/or adults who make progress toward credential each calendar year. DWD/CHE
	6. Require that all graduation plans include career pathways and goals. Include this in statewide dashboard.	Increase use of Learn More surveys (%); use Learn More survey results. Look at completion rates in Indiana Career Explorer. DWD/CHE

Elevate the importance of work-and-learn models	7. Collaborate with work and learn programs such as Tech Point Youth Foundation and Indiana Intern.net to identify the best work-and-learn employers and educators across sectors, providers and employment sizes; promote these best programs with recognition programs and paths for others to follow in establishing effective work and learn programming.	Additional (measure % increase) work and learn opportunities are created by employers in multiple demand sectors. Dashboard include goal and n toward goal: 10,000. More employers reporting that new employees are ready to work (based on employer surveys). ICC
	8. Adopt apprenticeship programs that include work toward STEM careers in sectors traditionally not considered for apprenticeships.	Measure increase in businesses offering and students participating. DWD
Adopt a data-driven, sector-based approach that directly aligns education and training with the needs of Indiana's regional economies	9. Develop postsecondary career counseling standards and aligned curriculum linked to priority sectors with broad buy-in from field users. Curriculum would include step by step process to deliver services and which assessments and programs should be used at each stage of client engagement. Standards and curriculum will be linked to K12 and HE standards for Career Readiness. Deliver curriculum in non-traditional setting (online, via text; determine if Inside Track is vehicle for delivery).	Percent of programs that help develop the standards. Percent of programs that implement the standards. ICC
	10. Highlight demand-driven counseling through "State of the Workforce" report – shared with counselors across continuum on quarterly basis. Provide PD for all on use of data and quarterly	Number of partner agencies and organizations that distribute quarterly report.

	reports (provide application of information across user groups).	DWD
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